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ABSTRACT

Although at least one-third of U.S. high school students are employed, many parents, employers, and workers are confused or uninformed regarding the mix of federal and state laws that apply to young people in the workplace. This guide is a sourcebook on federal and state legislation that affects workers under the age of 18. It describes exactly what laws apply to specific work situations for employed youth. The guide covers employer responsibilities, employment age certification, age restrictions, occupation restrictions, hour restrictions, and hazardous occupation restrictions covered by federal laws. The guide also summarizes state regulations on wage, occupation, and hour laws for minors and provides a list of telephone numbers of the offices in each state that regulate youth employment. (KC)

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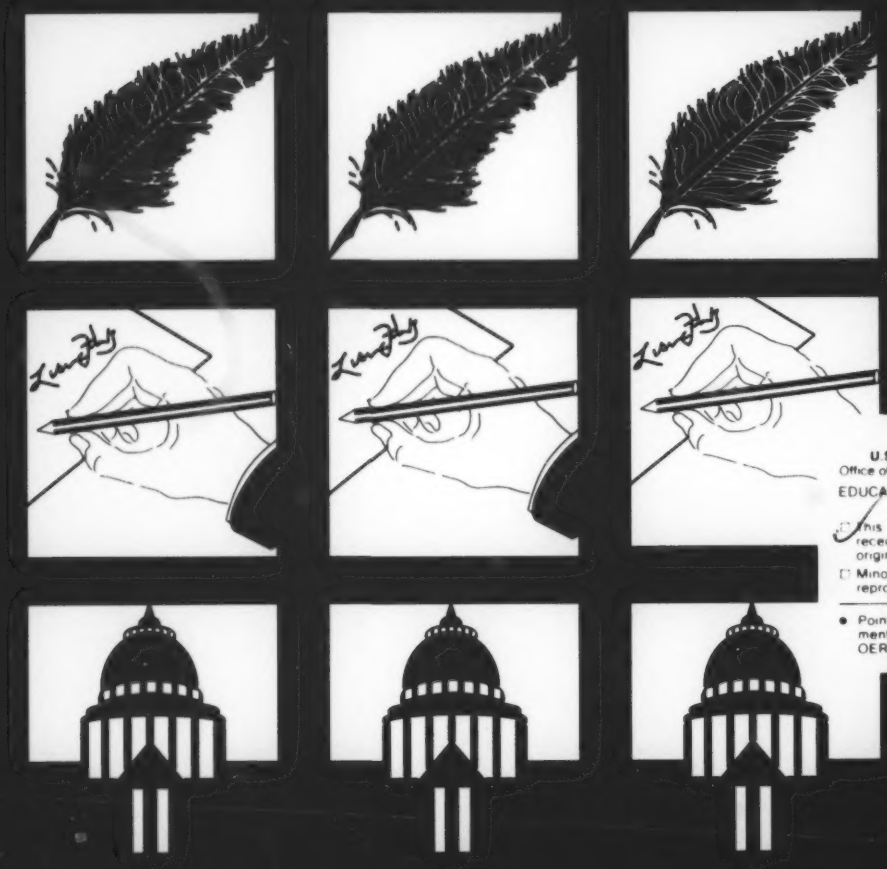
MINOR LAWS OF MAJOR IMPORTANCE



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ACADEMY FOR EDUCATIONAL DEVELOPMENT
NATIONAL INSTITUTE FOR WORK AND LEARNING

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MINOR LAWS OF MAJOR IMPORTANCE

A Guide to Federal and State Child Labor Laws

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For

Studies of Education Reform, Office of Research,
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THE ACADEMY FOR EDUCATIONAL DEVELOPMENT is an independent, tax-exempt, nonprofit organization committed to addressing human development needs through education, communication and information. Under contracts and grants, the Academy operates programs for government and international agencies, educational institutions, foundations and corporations. Since its founding in 1961, the Academy has conducted projects throughout the United States and in more than 100 countries in the developing world.

In partnership with its clients, the Academy focuses on increasing access to learning, improving the functioning of educational institutions and expanding the sphere of education to social and economic development.

The Academy promotes collaboration among employers, unions, educators, service organizations and government through the National Institute for Work and Learning. Funded by public and private donors, NIWL targets the millions of Americans who can profit from a better integration of the traditionally separate worlds of work and education. NIWL accomplishes its goals through research, program evaluations, technical assistance and information networking.

PREFACE

Today, at least one-third of American high school students hold part-time jobs during the school year and vacation. The number of working teenagers has grown steadily over the last 50 years. In fact, a 16 year-old boy attending school in 1994 is five times more likely to work part-time today than he was in 1940, while a girl the same age is 16 times more likely to be employed. Despite this trend, many parents, employers, and workers are confused or uninformed regarding the mix of Federal and State laws that apply to young people in the workplace.

When young people decide to look for jobs after school, on weekends, or during a vacation, it should be easy for them and their employers to know what they are legally allowed to do, for how many hours a week, and under what conditions. Until now, there has been no comprehensive and easily accessible source of information on what is legal and what is not. **Minor Laws of Major Importance: A Guide to Federal and State Child Labor Laws** is an up-to-date sourcebook on Federal and State legislation that affects workers under the age of 18.

The Academy for Educational Development, through its National Institute for Work and Learning, has undertaken the Evaluation of School-to Work Transition Reform project under contract from the United States Department of Education's Office of Educational Research and Improvement (OERI). Our exploration of child labor laws began when discussions with employers, program operators, and policy makers revealed the great confusion that surrounds the rules and regulations governing working young people ages 14 to 18. Do employers decide when a young person can work? Do schools provide work permits for students? Can parents give permission for their children to work regardless of age? Are there different rules for different jobs or for different States? These and other similar questions led us to look more closely at the information available on child labor laws. We discovered that there was no single document that listed the applicable Federal and State legislation on child labor and the names and telephone numbers of Labor/Employment Agencies in every State. **Minor Laws of Major Importance** is a resource for young employees, school personnel, parents, and community-based organizations. It will be useful for businesses employing young people under the age of 18, as well as for employers who are unfamiliar with the application of labor laws to their type and place of employment and have therefore been reluctant to hire teenagers. This publication describes, in one place, exactly what laws apply to specific work situations for employed youth.

Many individuals and organizations provided their time and support for this undertaking. We are deeply grateful to Nevzer Stacey, our Program Officer at OERI, for her unflagging encouragement and support for this research. We extend our thanks also to Donna Walker of the United States Department of Labor for her timely assistance in walking an early draft of this report through the Department for review and comment. Finally, we wish to thank the State Labor/Employment Agency personnel who provided information on specific State rules and regulations regarding employment of young people under the age of 18. None of this would have been possible without the cooperation of the front-line people who handle specific inquiries about child labor laws.

Ivan Charner
Vice President and Director
National Institute for Work and Learning
Academy for Educational Development

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INTRODUCTION

The primary legal restrictions on the employment of minors in the United States are the child labor provisions and regulations of the Federal Fair Labor Standards Act (FLSA) and the various child labor provisions of the laws, administrative orders, rules, and regulations of each State. Federal and State child labor provisions cover:

- Minimum ages for general and specific types of employment;
- Prohibition of work during night hours (Nightwork Restrictions);
- Prohibition of certain kinds of employment (Hazardous Orders);
- Registration of minors in employment (Employment or Work Certificates); and
- Maximum daily and weekly hours of work permitted.

The laws and regulations restricting youth employment contain various exceptions and special conditions which are not without importance. The most common exceptions are for youth in a learning situation (student learners, apprentices, work experience students, etc.), family members working in a family-operated establishment, and youth certified as not benefitting from further schooling. An important provision of the Federal law for businesses covered by the FLSA is that where the coverage of Federal and State child labor provisions overlaps, the more restrictive provision applies.

The overlapping coverage of Federal and State laws and regulations, the multiplicity of Federal and State laws and regulations with minimum age provisions, and the multitude of special exceptions and conditions have combined into a single problem--that of confusion as to what a particular young person can and cannot do. The purpose of this guide is to eliminate that confusion for all concerned: employers, youth, parents, teachers, and employment counselors. The guide was published under contract to the U.S. Department of Education and was reviewed by both the U.S. Department of Education and the Wage and Hour Division of the U.S. Department of Labor.

IT'S YOUR BUSINESS

Employers are subject to the Fair Labor Standards Act (FLSA) Child Labor Laws if they have employees engaged in interstate commerce, producing goods for interstate commerce, or handling, selling, or otherwise working on goods or materials that have been moved in or produced for such commerce. The FLSA covers enterprises whose annual gross volume of sales made or business done is not less than $500,000 (exclusive of excise taxes at the retail level that are separately stated) or that are engaged in the operation of: a hospital, an institution primarily engaged in the care of those who are disabled or aged, and who reside on the premises; a school for children who are mentally or physically disabled or gifted; a preschool; an elementary or secondary school; an institution of higher education; or an activity of a public agency. Most employers, including nonprofit organizations, come under Federal or State Child Labor Laws.

Employers with domestic service workers such as day workers, housekeepers, chauffeurs, cooks, or full-time baby sitters are covered if the workers receive at least $50 in cash wages in a calendar quarter from their employers or work a total of more than eight hours a week for one or more employers.

Child Labor provisions do not apply to children: a) under 16 years of age employed by their parents in occupations other than manufacturing, mining, or occupations declared hazardous by order of the U.S. Secretary of Labor (see "Hazardous Occupations"); b) employed as actors or performers in motion pictures, theatrical, radio, or television productions; c) engaged in the delivery of newspapers; and d) homeworkers engaged in the making of wreaths composed principally of natural holly, pine, cedar or other evergreens. Restrictions by specific age group are detailed below.

Prospective employers need to keep five things in mind when employing a minor: employment age certification (available from school or State Departments of Labor); age restrictions; occupation restrictions; hour restrictions; and hazardous occupation restrictions. The following pages serve as a guide to assist employers in hiring minors. For State-specific restrictions, see the listing of State labor/employment agencies starting on page 9.

AGE MAKES A DIFFERENCE

The following are Federal minimum age standards for nonagricultural employment:

Under age 14

Most work is prohibited for children. However, youths may work at any age as actors or performers in motion pictures, theater, radio, and television productions. Children may also work for their parents, if the parents are the sole owners of a business, in occupations other than manufacturing, mining, or hospital services. Children may also sell and deliver newspapers to customers and may do work not covered by the FLSA.

Ages 14 and 15

Youth may work in specified occupations during the following times:

- Outside school hours;
- Between 7:00 a.m. and 7:00 p.m. (9:00 p.m. between June 1 and Labor Day);
- No more than 3 hours on a school day;
- No more than 18 hours in a school week;
- No more than 8 hours on a nonschool day; and
- No more than 40 hours in a nonschool week.

See "JOBS MINORS CAN AND CAN'T DO" for specific occupation restrictions.

Ages 16 and 17

At age 16, youths may be employed in any occupation, other than a nonagricultural occupation declared hazardous by the Secretary of Labor.

See "HAZARDOUS OCCUPATIONS."

Age 18 and over

Youth may work in any occupation for any number of hours.

Some provisions of the FLSA Child Labor Regulations are different for 14 and 15 year olds who participate in approved school-supervised and school-administered Work Experience and Career Exploration Programs (WECEP). Enrollees in WECEP may be employed:

- During school hours;
- For as many as 3 hours on a school day;
- For as many as 23 hours in a school week; and
- In occupations otherwise prohibited for which a variation has been granted by the Administrator of the Wage and Hour Division.

NOTE: Employers covered by FLSA need to keep in mind that when employing minors (17 and younger), the **more restrictive** provision, either Federal or State, is the law. See "State Laws" for each State's provisions.

JOBS MINORS CAN DO

During nonschool hours 14 and 15 year-olds *CAN*:

Work in offices and retail stores including performing the following:

- Clerical and office work, including the use of most office machines;
- Cashier, selling, modeling, art work, work in advertising departments, window trimming, and comparative shopping;
- Price marking and tagging by hand or by machine, assembling orders, packing, and shelving;
- Bagging and carrying out customers' orders;
- Errand and delivery work by foot, bicycle, and public transportation;
- Cleanup work, including the use of vacuum cleaners and floor waxers, and maintenance of grounds, but not including the use of power-driven mowers or cutters;
- Kitchen work and other work involved in preparing and serving food and beverages, including the operation of machines and devices used in the performance of such work, such as, but not limited to, dishwashers, toasters, dumbwaiters, popcorn poppers, milk shake blenders, and coffee grinders;
- Cleaning vegetables and fruits, and wrapping, sealing, labeling, weighing, pricing, and stocking goods when performed in areas physically separate from areas where meat is prepared for sale and outside of freezers or meat coolers;

Work in connection with cars and trucks if confined to the following:

- Dispensing gasoline and oil;
- Providing courtesy service on premises of gasoline service station; and
- Cleaning, washing, and polishing cars.

The above does not include work involving use of pits, racks, or lifting apparatus or involving the inflation of any tire mounted on a rim equipped with a removable retaining ring.

JOBS MINORS CAN'T DO

14 and 15 year-olds *CAN'T* work in:

- Any manufacturing and mining occupation;
- Processing occupations such as filleting fish, dressing poultry, cracking nuts, or laundering as performed by commercial laundries and dry cleaners;
- Occupations requiring the performance of any duties in workrooms or workplaces where goods are manufactured, mined, or otherwise processed;
- Public messenger service;
- The operation or tending of hoisting apparatus or any power-driven machinery (except machines specifically permitted);
- Any occupations found and declared to be hazardous;
- Occupations in connection with:
  - Transportation of persons or property by rail, highway, air, on water, pipeline, or other means;
  - Warehousing and storage;
  - Communications and public utilities; and
  - Construction.
- Any of the following areas or capacities in a retail, food service, or gasoline service establishment:
  - Work in or about boiler or engine rooms;
  - Maintenance or repair of machines or equipment;
  - Outside window washing that involves working from window sills, and any work requiring the use of ladders, scaffolds, or their substitutes;
  - Cooking (except at soda fountains, lunch counters, snack bars, or cafeteria serving counters) and baking;
  - Occupations that involve operating, setting up, adjusting, cleaning, oiling, or repairing power-driven food slicers and grinders, food choppers and cutters, and bakery-type mixers;
  - Work in freezers and meat coolers and in the preparation of meats for sale (except wrapping, sealing, labeling, weighing, pricing, and stocking when performed in other areas);
  - Loading and unloading goods to and from trucks, railroad cars, and conveyors; and
  - Any occupations in warehouses except office and clerical work.

HAZARDOUS OCCUPATIONS

The FLSA stipulates that for youths under the age of 18 the Secretary of Labor "shall find and by order declare" certain occupations hazardous or detrimental to their health and well being. This minimum age applies even when the minor is employed by a parent or person standing in place of the parent.

The 17 hazardous occupations orders now in effect are:

1) Manufacturing and storing explosives;

2) Motor-vehicle driving and outside helper;

3) Coal mining;

4) Logging and sawmilling;

5) Power-driven woodworking machines;

6) Exposure to radioactive substances;

7) Power-driven hoisting apparatus;

8) Power-driven metal-forming, punching, and shearing machines;

9) Mining, other than coal mining;

10) Slaughtering, or meat-packing, processing, or rendering;

11) Power-driven bakery machines;

12) Power-driven paper-products machines;

13) Manufacturing brick, tile, and kindred products;

14) Power-driven circular saws, band saws, and guillotine shears;

15) Wrecking, demolition, and shipbreaking operations;

16) Roofing operations; and

17) Excavation operations.

These Hazardous Occupations Orders include prohibitions for minors under age 18 against operating certain other machines that may not be readily apparent from a quick reading of this list. You should consult the nearest Office of the Wage and Hour Division if you have any questions about children using a particular machine.

This information was compiled from U.S. Department of Labor, Employment Standards Administration, Wage and Hour Division: Child Labor Requirements in Nonagricultural Occupations Under the Fair Labor Standards Act, Child Labor Bulletin No 101, revised in August 1990 and the Fair Labor Standards Act (FLSA) -- with amendments.

STATE LABOR/EMPLOYMENT AGENCIES

Questions regarding the Federal Fair Labor Standards Act should be referred to the U.S. Department of Labor, Wage and Hour Division, Farm Labor, Child Labor, and Polygraph Standards Division: (202) 219-4907.

Please refer to the following State offices for State-specific inquiries on questions such as: employment-certificate issuance; State-specific hazardous occupations listing; and agricultural employment regulations. ***Because many States are currently considering changes in their child labor laws, it is important to check directly with your State office to make sure you have the latest up-to-date information.***

ALABAMA
Labor Department
(205) 242-8265

ALASKA
Labor Department
Labor Standards and Safety Division
(907) 465-4842

ARIZONA
Industrial Commission
Labor Division
(602) 542-4515

ARKANSAS
Labor Department
Labor Standards Division
(501) 682-4505

CALIFORNIA
Industrial Relations Department
Labor Standards Enforcement Division
(415) 557-7878

COLORADO
Division of Labor
Labor Standards Unit
(303) 894-7541

CONNECTICUT
Labor Department
Occupational Safety and Health
(203) 566-4550

DELAWARE
Labor Department
Labor Law Division
(302) 577-2882

FLORIDA
Labor and Employment Security Department
Bureau of Compliance
(904) 487-2536 or 1-800-226-2536

GEORGIA
Labor Department
Child Labor
(404) 656-3613

HAWAII
Labor Department
Enforcement Division
(808) 586-8778 or (808) 586-8782

IDAHO
Labor and Industrial Services Department
Wage and Hour Division
(208) 334-2327
[compliance with Federal standards implies compliance with Idaho standards]

ILLINOIS
Labor Department
Fair Labor Standards Division
(312) 793-2804

INDIANA
Labor Department
Child Labor Division
(317) 232-2675

IOWA
Labor Department
Child Labor Division
(515) 281-7028

KANSAS
Human Resources Department
Employment Standards and Labor Relations Division
(913) 296-7475

KENTUCKY
Labor Cabinet
Employment Standards and Mediation
(502) 564-2784

LOUISIANA
Labor Department
Minor Division
(504) 342-7824

MAINE
Labor Department
Bureau of Labor Standards
Wage Hour Division
(207) 624-6410

MARYLAND
Labor and Industry Department
(410) 333-4180 or (410) 333-4182

MASSACHUSETTS
Labor Executive Office
Fair Labor Standards
(617) 727-3476 or (617) 727-3477

MICHIGAN
Labor Department
Wage Hour Division
(517) 322-1825

MINNESOTA
Labor and Industry Department
Labor Standards and Prevailing Wages Division
(612) 297-3349

MISSISSIPPI
Federal Branch of DOL in Mississippi
Wage and Hour Division
(601) 965-4348
[compliance with Federal standards implies compliance with Mississippi standards]

MISSOURI
Labor and Industrial Relations Department
Labor Standards Division
(314) 751-3403

MONTANA
Labor and Industry Department
Wage and Hour Division
(406) 444-5600

NEBRASKA
Labor Department
Division of Safety and Labor Standards

(402) 471-2239 Lincoln
(402) 595-3095 Omaha

NEVADA
Labor Department
Labor Commission
(702) 687-4850

NEW HAMPSHIRE
Labor Department
Wage and Hour Division
(603) 271-3179

NEW JERSEY
Labor Department
Workplace Standards
Division of Wage and Hour
(609) 292-2305

NEW MEXICO
Labor Department
Labor and Industrial Division
Student Labor Bureau
(505) 827-6830

NEW YORK
Labor Department
Labor Standards Division
(518) 457-2460

NORTH CAROLINA
Labor Department
Wage and Hour Division
(919) 733-2152

NORTH DAKOTA
Labor Department
Labor Standards Division
(701) 224-2660

OHIO
Department of Industrial Relations
Division of Prevailing Wage, Minimum Wage, and Minors
(614) 644-2239

OKLAHOMA
Labor Department
Wage and Hour Division
(405) 528-1500

OREGON
Labor and Industries Bureau
Wage and Hour Division
(503) 731-4074

PENNSYLVANIA
Department of Labor and Industry
Labor Standards Bureau
(717) 787-4671

RHODE ISLAND
Labor Department
Labor Standards Division
(401) 457-1808

SOUTH CAROLINA
Labor Department
Employment Standards
(803) 734-9603

SOUTH DAKOTA
Labor Department
Labor and Management Division
Wage and Hour Office
(605) 773-3681

TENNESSEE
Labor Department
Labor Standards Division
(615) 741-2858

TEXAS
Employment Commission
Labor Law Unit
(512) 794-1180 or 1-800-832-9243

UTAH
Industrial Commission
Labor Division
(801) 530-6802

VERMONT
Labor and Industry Department
Wage and Hour Division
(802) 828-2157

VIRGINIA
Labor and Industry Department
Labor Division
(804) 786-2386

WASHINGTON
Labor and Industries Department
Employment Standards Division
(206) 956-5316

WEST VIRGINIA
Commerce, Labor, and Environmental Resources Department
Labor Division, Wage and Hour Division
(304) 558-7890

WISCONSIN
Industry, Labor, & Human Relations Department
Equal Rights and Labor Standards
(608) 266-6860

WYOMING
Employment Department
Labor Standards Program
(307) 777-7261

DISTRICT OF COLUMBIA
D.C. Public Schools
Work Permits
(202) 724-4188

STATE LAWS

ALABAMA

- *Age Certification*
  Employment age certificate required to age 17.

- *Ages 14 and 15*
  School: 3 hours per day, 18 hours per week.
  Nonschool: 8 hours per day, 40 hours per week, 6 days per week.

- *Ages 16 and 17*
  School: no daily hour restrictions.
  Nonschool: no daily hour or weekly restrictions.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 7 p.m. (9 p.m. during summer vacation) to 7 a.m.

  At ages 16 and 17, a child may not work from 10:00 p.m. to 5:00 a.m before a school day, if he/she is enrolled in school.

ALASKA

- *Age Certification*
  Employment age certificate required to age 18.

- *Ages 14 and 15*
  School: 9 hours (combined school and work hours) per day, 23 hours per week, 6 days per week.
  Nonschool: no daily hour restrictions, but may only work 6 days per week.

- *Ages 16 and 17*
  School: no daily hour restrictions.
  NonSchool: no daily hour restrictions but may only work 6 days per week.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work between 9 p.m. and 5 a.m.

  [Note: State officials encourage employers to comply with Federal law, which states that under the age of 16, a child may not work between 7 p.m. (9 p.m. before a nonschool day) and 7 a.m.]

ARIZONA

- *Age Certification*
  Proof of age not mandatory.

- *Ages 14 and 15*
  School: 3 hours per day, 18 hours per week.
  Nonschool: 8 hours per day, 40 hours per week.

- *Ages 16 and 17*
  School: no daily hour restrictions.
  Nonschool: no daily hour or weekly restrictions.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 9:30 p.m. (11 p.m. before nonschool day; 7 p.m. in door-to-door sales or deliveries) to 6 a.m.

ARKANSAS

- *Age Certification*
  Employment age certificate required to age 16.

- *Ages 14 and 15*
  School: no restrictions listed, so Federal Law prevails.
  Nonschool: 8 hours per day, 48 hours per week, 6 days per week.

- *Ages 16 and 17*
  School: no daily hour restrictions.
  Nonschool: 10 hours per day, 54 hours per week, 6 days per week.

- *Nightwork Restrictions and Other Specific Regulations*
  Children may be employed as bat-boys/girls with written parental approval. Such children must not be employed for more than 10 hours on any day or after 11 p.m. on nights preceding school days or after 1 a.m. on nights preceding nonschool days.

  Under the age of 16, a child may not work from 7 p.m. (9 p.m. before a nonschool day) to 6 a.m.

  From ages 16 to 17, a child may not work from 11 p.m. before a school day to 6 a.m.

CALIFORNIA

- *Age Certification*
  Employment age certificate required to age 18.

- *Ages 14 and 15*
  School: 4 hours per day, 28 hours per week (more hours are permitted if school is in session less than 5 days in the week).
  Nonschool: 8 hours per day, 48 hours per week, 6 days per week.

- *Ages 16 and 17*
  School: 4 hours per day (can work 8 hours before a nonschool day), 28 hours per week (more hours are permitted if school is in session less than 5 days in the week).
  Nonschool: 8 hours per day, 48 hours per week, 6 days per week.

- *Nightwork Restrictions and Other Specific Regulations*
  From ages 14 through 17, a child may not work from 10:00 p.m. (12:30 a.m. before a nonschool day) to 5 a.m.

COLORADO

- *Age Certification*
  Employment age certificate required to age 16.

- *Ages 14 and 15*
  School: 6 hours per day, 40 hours per week.
  Nonschool: 8 hours per day, 40 hours per week.

- *Ages 16 and 17*
  School: no daily hour restrictions.
  Nonschool: no daily hour restrictions.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 9:30 p.m. to 5 a.m. before a school day.

CONNECTICUT

- *Age Certification*
  Employment age certificate required to age 18.

- *Ages 14 and 15*
  School: cannot work in retail or mercantile.
  Nonschool: 9 hours per day (8 hours in stores and in agriculture, overtime permitted in some industries), 48 hours per week, 6 days per week. Age 15 can work in mercantile during school vacations (5 or more consecutive days with no school).

- *Ages 16 and 17*
  School: no restrictions listed.
  Nonschool: 9 hours per day, 48 hours per week, 6 days per week.

- *Nightwork Restrictions and Other Specific Regulations*
  From ages 14 through 17, a child may not work from 10:00 p.m. (midnight before a nonschool day in a supermarket) to 6 a.m.

  At ages 16 and 17, a child may work until 11 p.m. (midnight before a nonschool day or if not attending school) only in restaurants or as an usher in nonprofit theaters.

DELAWARE

- *Age Certification*
  Employment age certificate required to age 18.

- *Ages 14 and 15*
  School: 4 hours per day (more hours are permitted if school is in session less than 5 days in a week), 18 hours per week.
  Nonschool: 8 hours per day, 40 hours per week, 6 days a week.

- *Ages 16 and 17*
  School: 12 hours per day combined school and work hours.
  Nonschool: no daily hour restrictions.

- *Nightwork Restrictions and Other Specific Regulations*
  None listed.

FLORIDA

- *Age Certification*
  Employment age certificate required to age 18.

- *Ages 14 and 15*
  School: 3 hours per day (when followed by a school day, except if enrolled in vocational program), 15 hours per week.
  Nonschool: 8 hours per day, 40 hours per week, 6 days per week.

- *Ages 16 and 17*
  School: 8 hours per day, 30 hours per week, 6 days per week.
  Nonschool: no restrictions listed.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 7:00 p.m. (9:00 p.m. during holidays and summer vacations) to 7 a.m.

  At ages 16 and 17, a child may not work from 11 p.m. to 6:30 a.m. before a school day.

GEORGIA

- *Age Certification*
  Employment age certificate required to age 18.

- *Ages 14 and 15*
  School: 4 hours per day.
  Nonschool: 8 hours per day, 40 hours per week.

- *Ages 16 and 17*
  School: no daily hour restrictions.
  Nonschool: no daily hour restrictions.

- *Nightwork Restrictions and Other Specific Regulations*
  From ages 14 to 17, a child may not work between 9:00 p.m. to 6 a.m.

HAWAII

- *Age Certification*
  Employment age certificate required to age 18.

- *Ages 14 and 15*
  School: 10 hours per day (combined school and work hours).
  Nonschool: 8 hours per day, 40 hours per week, 6 days per week.

- *Ages 16 and 17*
  School: no restrictions listed.
  Nonschool: no restrictions listed.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 7:00 p.m. to 7:00 a.m. (from June 1 to the day before Labor day, 9:00 p.m. to 6 a.m.).

IDAHO

- *Age Certification*
  Proof of age not mandatory under State law.

- *Ages 14 and 15*
  School: no restrictions listed, so Federal Laws prevail.
  Nonschool: 9 hours per day, 54 hours per week.

- *Ages 16 and 17*
  School: no restrictions listed.
  Nonschool: no restrictions listed.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 9:00 p.m. to 6:00 a.m.

ILLINOIS

- *Age Certification*
  Employment age certificate required to age 16.

- *Ages 14 and 15*
  School: 3 hours per day (8 hours combined school and work hours and 8 hours are permitted on both Saturday and Sunday if minor does not work outside school hours more than 6 consecutive days in a week and total hours worked outside school do not exceed 24 hours).
  Nonschool: no restrictions listed, so Federal Law prevails.

- *Ages 16 and 17*
  School: no restrictions listed.
  Nonschool: no restrictions listed.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 7:00 p.m. to 7:00 a.m. (from June 1 to the day before Labor day, 9:00 p.m. to 7:00 a.m.).

INDIANA

- *Age Certification*
  Employment age certificate required to age 18.

- *Ages 14 and 15*
  School: 3 hours per day, 23 hours per week.
  Nonschool: 8 hours per day, 40 hours per week, 6 days per week.

- *Ages 16 and 17*
  School: no restrictions listed.
  Nonschool: no restrictions listed.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 7:00 p.m. to 6:00 a.m. (9:00 p.m. before a nonschool day).

  For minors of 16 enrolled in school: 10:00 p.m. (midnight before a nonschool day) to 6:00 a.m.

  For minors of 17 enrolled in Grades 9 through 12: 11:30 p.m. to 6:00 a.m. before a school day, later with permission up to 2 nonconsecutive nights per week.

IOWA

- *Age Certification*
  Employment age certificate required to age 16.

- *Ages 14 and 15*
  School: 4 hours per day, 28 hours per week.
  Nonschool: 8 hours per day, 40 hours per week.

- *Ages 16 and 17*
  School: no restrictions listed.
  Nonschool: no restrictions listed.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 7:00 p.m. to 7:00 a.m. (from June 1 through Labor day, 9:00 p.m. to 7:00 a.m.).

KANSAS

- *Age Certification*
  Employment age certificate required to age 16 (proof of age not mandatory for minors enrolled in secondary school).

- *Ages 14 and 15*
  School: no restrictions listed, so Federal Law prevails.
  Nonschool: 8 hours per day, 40 hours per week.

- *Ages 16 and 17*
  School: no restrictions listed.
  Nonschool: no restrictions listed.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 10:00 p.m. before a school day to 7:00 a.m.

KENTUCKY

- *Age Certification*
  Employment age certificate required to age 18.

- *Ages 14 and 15*
  School: 3 hours per day, 18 hours per week.
  Nonschool: 8 hours per day, 40 hours per week.

- *Ages 16 and 17*
  School: 6 hours per day (8 hours on Saturday and Sunday if attending school), 40 hours per week.
  Nonschool: no restrictions listed.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 7:00 p.m. to 7:00 a.m. (from June 1 through Labor day, 9:00 p.m. to 7:00 a.m.).

  At ages 16 and 17, a child may not work from 11:30 p.m. (1:00 a.m. Friday and Saturday) to 6:00 a.m. when school is in session.

LOUISIANA

- *Age Certification*
  Employment age certificate required to age 18.

- *Ages 14 and 15*
  School: 3 hours per day, 18 hours per week.
  Nonschool: 8 hours per day, 40 hours per week, 6 days per week.

- *Ages 16 and 17*
  School: no restrictions listed.
  Nonschool: no restrictions listed.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 7:00 p.m. (9:00 p.m. from June 1 through Labor Day) to 7:00 a.m., except when employed in street trades.

MAINE

- *Age Certification*
  Employment age certificate required to age 16.

- *Ages 14 and 15*
  School: 3 hours per day, 18 hours per week. If enrolled in school, minor is not allowed to work during school hours. Work permits can be issued if minor is passing a majority of classes.
  Nonschool: 8 hours per day, 40 hours per week, 6 days in a row.

- *Ages 16 and 17*
  School: 4 hours per day, 20 hours per week. May work up to 8 hours on Friday. If enrolled in school, minor is not allowed to work during school hours. Work permits can be issued if minor is passing a majority of classes.
  Nonschool: 10 hours per day, 50 hours per week (school must be out the entire week), 6 days in a row. If enrolled in school, minor is not allowed to work during school hours.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 7:00 p.m. (9:00 p.m. in the summer) to 7:00 a.m.

  Under age 18, a child may not work 10:00 p.m. (midnight preceding a nonschool day) to 7:00 a.m. (5:00 a.m. on a nonschool day).

MARYLAND

- *Age Certification*
  Employment age certificate required to age 18.

- *Ages 14 and 15*
  School: 4 hours per day (more hours are permitted if school is in session less than 5 days in a week), 23 hours per week.
  Nonschool: 8 hours per day, 40 hours per week.

- *Ages 16 and 17*
  School: 12 hours combined school and work hours.
  Nonschool: no restrictions listed.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 8:00 p.m. (9:00 p.m. from Memorial Day through Labor Day) to 7:00 a.m.

  At ages 16 and 17, 8 hours of nonwork, nonschool day time is required in each 24-hour day.

  Work performed outside school hours as a counselor, assistant counselor, or instructor in a Maryland certified youth camp is exempt from the child labor law standards.

MASSACHUSETTS

- *Age Certification*
  Employment age certificate required to age 16.

- *Ages 14 and 15*
  School: no restrictions listed, so Federal Law prevails.
  Nonschool: 8 hours per day, 48 hours per week, 6 days a week.

- *Ages 16 and 17*
  School: no restrictions listed.
  Nonschool: 9 hours per day, 48 hours per week, 6 days a week.

- *Nightwork Restrictions and Other Specific Regulations*
  Under age 14, a child may work 4 hours per day, 24 hours per week in farm work.

  Under the age of 16, a child may not work from 7:00 p.m. to 6:30 a.m. (from July 1 through Labor day, 9:00 p.m. to 6:30 a.m.).

MICHIGAN

- *Age Certification*
  Employment age certificate required to age 18.

- *Ages 14 and 15*
  School: 48 hours combined school and work hours per week.
  Nonschool: 10 hours per day, 48 hours per week, 6 days per week.

- *Ages 16 and 17*
  School: 48 hours combined school and work hours per week.
  Nonschool: 10 hours per day, 48 hours per week, 6 days per week.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 9:00 p.m. to 7:00 a.m.

  At ages 16 and 17, a child may not work from 10:30 p.m. (11:30 p.m. if not attending school) to 6:00 a.m.

MINNESOTA

- *Age Certification*
  Employment age certificate required to age 18.

- *Ages 14 and 15*
  School: Federal Law prevails.
  Nonschool: 8 hours per day, 40 hours per week.

- *Ages 16 and 17*
  School: no restrictions listed.
  Nonschool: no restrictions listed.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 9:00 p.m. to 7:00 a.m.

  At ages 16 and 17, a child may not work from 11 p.m. to 5 a.m. (1/2 hour exemptions are available with written parental permission).

MISSISSIPPI

- *Age Certification*
  Proof of age not mandatory under State law. Federal officials issue certificates.

- *Ages 14 and 15*
  School: no restrictions listed, so Federal Law prevails.
  Nonschool: 8 hours per day, 44 hours per week.

- *Ages 16 and 17*
  School: no restrictions listed.
  Nonschool: no restrictions listed.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 7:00 p.m. to 6:00 a.m. in a factory, mill, cannery, or workshop.

MISSOURI

- *Age Certification*
  Employment age certificate required to age 16.

- *Ages 14 and 15*
  School: no restrictions listed, so Federal Law prevails.
  Nonschool: 8 hours per day, 40 hours per week, 6 days a week.

- *Ages 16 and 17*
  School: no restrictions listed.
  Nonschool: no restrictions listed.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 7:00 p.m. (10:00 p.m. before a nonschool day and for minors not enrolled in school) to 7:00 a.m.

MONTANA

- *Age Certification*
  Employment age certificate required to age 18.

- *Ages 14 and 15*
  School: 3 hours per day, 18 hours per week.
  Nonschool: 8 hours per day, 40 hours per week.

- *Ages 16 and 17*
  School: no restrictions listed.
  Nonschool: no restrictions listed.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 7:00 p.m. (9 p.m. June 1 through Labor Day, depending on local standards) to 7:00 a.m.

NEBRASKA

- *Age Certification*
  Employment age certificate required to age 16.

- *Ages 14 and 15*
  School: no restrictions listed, so Federal Law prevails.
  Nonschool: 8 hours per day, 48 hours per week.

- *Ages 16 and 17*
  School: no restrictions listed.
  Nonschool: no restrictions listed.

- *Nightwork Restrictions and Other Specific Regulations*
  Under age 14, a child may not work from 8:00 p.m. to 6:00 a.m.

  Under the age of 16, a child may not work from 8:00 p.m. (10:00 p.m. before a nonschool day with special permit) to 6:00 a.m.

NEVADA

- *Age Certification*
  Employment age certificate required to age 17 (proof of age not mandatory for employment outside school hours).

- *Ages 14 and 15*
  School: no restrictions listed, so Federal Law prevails.
  Nonschool: 8 hours per day, 48 hours per week.

- *Ages 16 and 17*
  School: no restrictions listed.
  Nonschool: no restrictions listed.

- *Nightwork Restrictions and Other Specific Regulations*
  No restrictions listed.

NEW HAMPSHIRE

- *Age Certification*
  Employment age certificate required to age 18.

- *Ages 14 and 15*
  School: 3 hours per day, 23 hours per week if enrolled in school.
  Nonschool: 8 hours per day, 48 hours per week if enrolled in school.

- *Ages 16 and 17*
  School: 30 hours per week, 6 days per week if enrolled in school.
  Nonschool: 48 hours per week, 6 days per week if enrolled in school.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 9:00 p.m. to 7:00 a.m.

NEW JERSEY

- *Age Certification*
  Employment age certificate required to age 18.

- *Ages 14 and 15*
  School: 3 hours per day, 18 hours per week.
  Nonschool: 8 hours per day (10 hours per day in agriculture), 40 hours per week, 6 days per week.

- *Ages 16 and 17*
  School: no restrictions listed.
  Nonschool: 8 hours per day, 40 hours per week, 6 days per week.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 7:00 p.m. (9:00 p.m. during summer vacation with parental permission) to 7:00 a.m.

  At ages 16 and 17, a child may not work from 11:00 p.m. to 6:00 a.m. during school term (specific variations may apply).

NEW MEXICO

- *Age Certification*
  Employment age certificate required to age 18.

- *Ages 14 and 15*
  School: no restrictions listed, so Federal Law prevails.
  Nonschool: no restrictions listed, so Federal Law prevails.

- *Ages 16 and 17*
  School: no restrictions listed.
  Nonschool: no restrictions listed.

- *Nightwork Restrictions and Other Specific Regulations*
  Under age 14, a child may not work from 9:00 p.m. to 7:00 a.m.

NEW YORK

- *Age Certification*
  Employment age certificate required to age 18.

- *Ages 14 and 15*
  School: 3 hours per day, 18 hours per week. Students under 16 enrolled in approved Work Experience and Career Exploration programs may work during school hours up to 3 hours on a school day and 23 hours in a school week.
  Nonschool: 8 hours per day, 40 hours per week, 6 days per week.

- *Ages 16 and 17*
  School: 4 hours per day (8 hours on Friday, Saturday, Sunday, or holiday, if enrolled in school).
  Nonschool: 8 hours per day, 48 hours per week, 6 days per week.

- *Nightwork Restrictions and Other Specific Regulations*
  From ages 12 to 16, a child may work at a farm stand or farmer's market stand owned or leased by the minor's parents or other specified relatives, before or after school hours with written parental consent.

  At ages 16 and 17, a child may not work from 10:00 p.m. preceding a school day without written permission from both the parent and school (on Friday and Saturday nights, only written parental consent is necessary).

  The chancellor or superintendent of schools may revoke the employment certificate of a student who has failed 4 academic courses in one semester.

NORTH CAROLINA

- *Age Certification*
  Employment age certificate required to age 18.

- *Ages 14 and 15*
  School: 3 hours per day, 18 hours per week. Students under 16 enrolled in approved Work Experience and Career Exploration programs may work during school hours up to 3 hours on a school day and 23 hours in a school week.
  Nonschool: 8 hours per day, 40 hours per week.

- *Ages 16 and 17*
  School: no restrictions listed.
  Nonschool: no restrictions listed.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 7:00 p.m. (9:00 p.m. during summer vacation) to 7:00 a.m.

  At ages 16 and 17, a child may not work from 11 p.m. to 5 a.m. (exemptions available with written permission from parent, guardian, or principal; no restrictions when school is not in session).

NORTH DAKOTA

- *Age Certification*
  Employment age certificate required to age 16.

- *Ages 14 and 15*
  School: 3 hours per day, 18 hours per week.
  Nonschool: 8 hours per day, 40 hours per week.

- *Ages 16 and 17*
  School: no restrictions listed.
  Nonschool: 8 hours per day, 48 hours per week.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 7:00 p.m. (9:00 p.m. June 1 through Labor Day) to 7:00 a.m.

OHIO

- *Age Certification*
  Employment age certificate required to age 18.

- *Ages 14 and 15*
  School: 3 hours per day, 18 hours per week.
  Nonschool: 8 hours per day, 40 hours per week.

- *Ages 16 and 17*
  School: no restrictions listed.
  Nonschool: no restrictions listed.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 7:00 p.m. (9:00 p.m. June 1 through September 1 and during school holidays of 5 school days or more) to 7:00 a.m. For door-to-door sales: 7:00 p.m. to 7:00 a.m.

  At ages 16 and 17, a child may not work from 11:00 p.m. (1:00 a.m. before a nonschool day) to 7:00 a.m. before a school day (6:00 a.m. if not employed after 8:00 p.m. the previous night) if required to attend school. For door-to-door sales, not allowed to work from 8:00 p.m. to 7:00 a.m.

OKLAHOMA

- *Age Certification*
  Employment age certificate required to age 16.

- *Ages 14 and 15*
  School: 3 hours per day, 18 hours per week.
  Nonschool: 8 hours per day, 40 hours per week.

- *Ages 16 and 17*
  School: no restrictions listed.
  Nonschool: no restrictions listed.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 7:00 p.m. (9:00 p.m. June 1 through Labor Day) to 7:00 a.m.

  Variances from the maximum hours and nightwork restrictions may be granted by the juvenile court or superintendent of the school district upon petition of a minor and a finding that the restricted hours will cause a substantial hardship or are not in the minor's best interests.

  Small businesses that do not fall under the FLSA may work minors until 9:00 p.m. prior to a nonschool day.

OREGON

- *Age Certification*
  Employment age certificate required to age 18.

- *Ages 14 and 15*
  School: 3 hours per day, 18 hours per week. Students under 16 enrolled in approved Work Experience and Career Exploration programs may work during school hours up to 3 hours on a school day and 23 hours in a school week.
  Nonschool: 8 hours per day, 40 hours per week.

- *Ages 16 and 17*
  School: no restrictions listed.
  Nonschool: 44 hours per week--emergency overtime allowed with permit.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 7:00 p.m. (9:00 p.m. June 1 through Labor Day) to 7:00 a.m.

PENNSYLVANIA

- *Age Certification*
  Employment age certificate required to age 18.

- *Ages 14 and 15*
  School: 4 hours per day, 26 hours per week (more hours are permitted if school is in session less than 5 days in week).
  Nonschool: 8 hours per day, 44 hours per week, 6 days per week.

- *Ages 16 and 17*
  School: 28 hours per week.
  Nonschool: 8 hours per day, 44 hours per week, 6 days per week.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 7:00 p.m. (10:00 p.m. during vacation from June to Labor Day) to 7:00 a.m.

  At ages 16 and 17, a child may not work from 11:00 p.m. (midnight before a nonschool day) to 6:00 a.m. if enrolled in regular day school.

RHODE ISLAND

- *Age Certification*
  Employment age certificate required to age 16.

- *Ages 14 and 15*
  School: no restrictions listed, so Federal Law prevails.
  Nonschool: 8 hours per day, 40 hours per week.

- *Ages 16 and 17*
  School: 9 hours per day, 48 hours per week.
  Nonschool: no restrictions listed.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 7:00 p.m. (9:00 p.m. during school vacation) to 6:00 a.m.

  At ages 16 and 17, a child may not work from 11:30 p.m. (1:30 a.m. before a nonschool day) to 6:00 a.m. if regularly attending school.

SOUTH CAROLINA

- *Age Certification*
  Proof of age not mandatory under State law. Federal officials issue certificates.

- *Ages 14 and 15*
  School: 3 hours per day, 18 hours per week.
  Nonschool: 8 hours per day, 40 hours per week.

- *Ages 16 and 17*
  School: no restrictions listed.
  Nonschool: no restrictions listed.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 7:00 p.m. (9:00 p.m. June 1 through Labor Day) to 7:00 a.m.

SOUTH DAKOTA

- *Age Certification*
  Employment age certificate required to age 16.

- *Ages 14 and 15*
  School: 4 hours per day, 20 hours per week.
  Nonschool: 8 hours per day, 40 hours per week.

- *Ages 16 and 17*
  School: no restrictions listed.
  Nonschool: no restrictions listed.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work after 10:00 p.m. before a school day.

TENNESSEE

- *Age Certification*
  Employment age certificate required to age 18.

- *Ages 14 and 15*
  School: 3 hours per day, 18 hours per week.
  Nonschool: 8 hours per day, 40 hours per week.

- *Ages 16 and 17*
  School: no restrictions listed.
  Nonschool: no restrictions listed.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 7:00 p.m. (9:00 p.m. on a nonschool day) to 6:00 a.m.

  At ages 16 and 17, a child may not work from 10:00 p.m. to 6:00 a.m. before a school day. Work until midnight may be permitted with written and notarized parental consent, but not on more than three occasions per week.

TEXAS

- *Age Certification*
  Employment age certificate required to age 15.

- *Ages 14 and 15*
  School: no restrictions listed, so Federal Law prevails.
  Nonschool: 8 hours per day, 48 hours per week.

- *Ages 16 and 17*
  School: no restrictions listed.
  Nonschool: no restrictions listed.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 10:00 p.m. (midnight before nonschool day or in summer if not enrolled in summer school) to 5:00 a.m.

UTAH

- *Age Certification*
  Proof of age not mandatory under State law. Federal officials issue certificates.

- *Ages 14 and 15*
  School: 4 hours per day.
  Nonschool: 8 hours per day, 40 hours per week.

- *Ages 16 and 17*
  School: no restrictions listed.
  Nonschool: no restrictions listed.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 9:30 p.m. to 5:00 a.m. before a school day.

VERMONT

- *Age Certification*
  Employment age certificate required to age 16. Proof of age is not mandatory for employment outside school hours.

- *Ages 14 and 15*
  School: no restrictions listed, so Federal Law prevails.
  Nonschool: 8 hours per day, 48 hours per week, 6 days per week.

- *Ages 16 and 17*
  School: no restrictions listed.
  Nonschool: 9 hours per day, 50 hours per week.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 7:00 p.m. to 6:00 a.m.

VIRGINIA

- *Age Certification*
  Employment age certificate required to age 18.

- *Ages 14 and 15*
  School: 3 hours per day, 18 hours per week.
  Nonschool: 8 hours per day, 40 hours per week.

- *Ages 16 and 17*
  School: no restrictions listed.
  Nonschool: no restrictions listed.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 7:00 p.m. (9:00 p.m. June 1 through Labor Day) to 7:00 a.m.

WASHINGTON

- *Age Certification*
  Employment age certificate required to age 18.

- *Ages 14 and 15*
  School: 3 hours per day (on a school day preceding a school day) or 8 hours per day (Friday through Sunday and holidays), 16 hours per week, 6 days per week.
  Nonschool: 8 hours per day, 40 hours per week, 6 days per week.

- *Ages 16 and 17*
  School: 4 hours per day (on a school day preceding a school day) or 8 hours per day (Friday through Sunday and holidays), 20 hours per week (28 hours with special variance), 6 days per week.
  Nonschool: 8 hours per day, 48 hours per week, 6 days per week.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 7 p.m. (9 p.m. Friday-Saturday or before holidays) to 7 a.m.

  At ages 16 and 17, a child may not work from 10 p.m. (midnight Friday-Saturday or before holidays) to 7 a.m. (5 a.m. when school is not in session).

WEST VIRGINIA

- *Age Certification*
  Employment age certificate required to age 16.

- *Ages 14 and 15*
  School: no restrictions listed, so Federal Law prevails.
  Nonschool: 8 hours per day, 40 hours per week, 6 days per week.

- *Ages 16 and 17*
  School: no restrictions listed.
  Nonschool: no restrictions listed.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 8:00 p.m. to 5:00 a.m.

WISCONSIN

- *Age Certification*
  Employment age certificate required to age 18.

- *Ages 14 and 15*
  School: 4 hours per day, 18 hours per week, 6 days per week.
  Nonschool: 8 hours per day, 40 hours per week, 6 days per week.

- *Ages 16 and 17*
  School: 4 hours per day, 26 hours per week, 6 days per week.
  Nonschool: 8 hours per day, 50 hours per week, 6 days per week.

- *Nightwork Restrictions and Other Specific Regulations*
  12 and 13 year olds may be employed as sideline officials for high school football games, and 11 to 13 year olds may be employed as ball monitors at these games and at practices.

  Under the age of 16, a child may not work from 8:00 p.m. (11:00 p.m. before a nonschool day) to 7:00 a.m.

  At ages 16 and 17, a child may not work from 11:00 p.m. (12:30 a.m. before a nonschool day) to 7 a.m. (5:00 a.m. on a nonschool day).

WYOMING

- *Age Certification*
  Employment age certificate required to age 16.

- *Ages 14 and 15*
  School: no restrictions listed, so Federal Law prevails.
  Nonschool: 8 hours per day, 56 hours per week.

- *Ages 16 and 17*
  School: no restrictions listed.
  Nonschool: no restrictions listed.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 10:00 p.m. (midnight before a nonschool day and for minors not enrolled in school) to 5:00 a.m.

  At ages 16 and 17, a female cannot work from midnight to 5:00 a.m.

D . C .

- *Age Certification*
  Employment age certificate required to age 18.

- *Ages 14 and 15*
  School: no restrictions listed, so Federal Law prevails.
  Nonschool: 8 hours per day, 48 hours per week, 6 days per week.

- *Ages 16 and 17*
  School: no restrictions listed.
  Nonschool: 8 hours per day, 48 hours per week, 6 days per week.

- *Nightwork Restrictions and Other Specific Regulations*
  Under the age of 16, a child may not work from 7:00 p.m. (9:00 p.m. June 1 through Labor Day) to 7:00 a.m.

  At ages 16 and 17, a child may not work from 10:00 p.m. to 6:00 a.m.

MINOR LAWS OF MAJOR IMPORTANCE

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